

Information Fairs

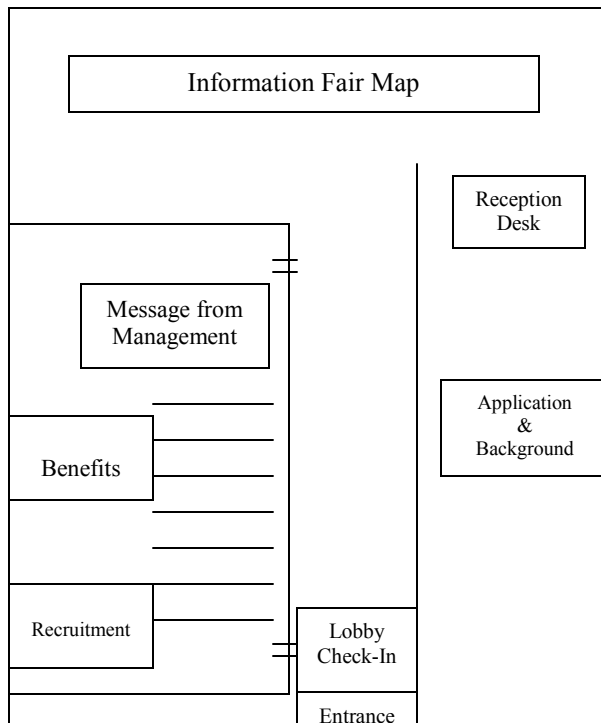
Dates: January 28th & 30th

Time: 3pm—8pm

Information available :

- Benefits
- Department Opportunities
- Hiring and Selection Process
- Message from Management at 4pm & 6pm

There will be computers available for applicants to apply online. Staff will also be on hand to share information regarding their experiences with the Department and answer questions.



Agency Introduction and Training

All newly hired staff attend New Employee Orientation which includes information on:

- Department Mission, Vision and Values
- Staff Expectations
- IDOC Leadership
- History of the Department

Opportunities in the Organization

Promotions

- Upward and lateral mobility within the department

Team Participation

IDOC has a number of teams for staff participation to include:

- Correctional Emergency Response Team
- CISM
- Fire Team
- Hostage Negotiation

Training

Examples of training available to staff:

- Leadership Training
- Instructor Development
- Core Programming

For more information about opportunities and/or the Department visit us at:

www.idoc.idaho.gov

www.facebook.com/IDOC.alert

Direct your questions to
iccquestions@idoc.idaho.gov



**Mission: To Promote a Safer
Idaho by Reducing Recidivism**

Idaho Department of Correction



*“Dedicated and
committed staff will
transform lives one
person, one family,
one community at a
time.”*

**www.idoc.idaho.gov
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Join the

Department of Correction

Team!!

The Idaho Department of Correction (IDOC) is responsible for the incarceration and community supervision of felony offenders in Idaho.

The department is excited for the opportunity to assume operations of the Idaho Correctional Center July 1, 2014



IDOC Values Your Experience!!!

Idaho Department of Correction has job postings for security, treatment, education, administrative support and various other positions.

Continue your career as a Correctional Professional by applying with IDOC! If you are interested in a career with IDOC visit www.idoc.idaho.gov, click Human Resources and select Careers.

Please turn in your background investigation questionnaire immediately after your application has been submitted. Candidates selected to move forward in hiring process will receive an interview or notification of non-selection. This can be a lengthy process so please be patient with us through the process.

Compensation

Compensation for Correctional Officers will be calculated based on length of employment with ICC immediately preceding a job offer with IDOC (pay range: \$13.14—\$14.06). Pay calculation for promotional security positions and non-security positions will be calculated using IDOC's standard practice. A rate or range will be identified on each job announcement.

Benefits Available for Staff *

Employees in benefitted positions are eligible for benefits the first day of the month following their date of hire. IDOC has a competitive benefits package which includes:

- Medical
- Vision
- Dental
- Vacation and Sick Leave Accrual
- 10 Paid Holidays
- Retirement Plan (PERSI)
- Flexible Spending Account (Medical and Child-care)
- Employee Assistance Program (EAP)
- Basic Life Insurance
- 401K
- Deferred Compensation 457

Example of Rates for Medical and Dental *

Medical & Dental Rates	Employee Only	Employee & Spouse	Employee & Child	Employee, Spouse & Child
PPO Plan	\$17.50	\$44.50	\$30.50	\$55.50
Traditional Plan	\$21.50	\$54.00	\$38.00	\$67.50

Example of Insurance Plan Options and Coverage *

insurance Plan	Traditional	PPO In-Network
Deductible	\$350 Individual \$1,050 Family	\$250 Individual \$750 Family
Office Visit	Applied to Deductible	\$20 Co-pay (additional services subject to deductible and Co-insurance)
Co-Insurance	80% / 20% of allowable charges	85% / 15 % of allowable charges

Example of Vacation Accrual for Administrative Support and Security Positions *

Approx. Years Worked	Rate Accrued Each Pay Period	Maximum Hours
0 - 5 yrs.	3.7 hours	192 hours
5 - 10 yrs.	4.6 hours	240 hours
10 - 15 yrs.	5.5 hours	288 hours
15 + yrs.	6.5 hours	336 hours

PERSI *

PERSI is a defined benefit retirement plan. It is mandatory for all employees working 20 hours or more per week for at least 5 consecutive months. Employee benefits are calculated based on a formula defined by law. Employees and employers contribute to building your retirement.

As a general member you have 6.79% of gross salary deducted, tax deferred, from each paycheck. The State contributes 11.32% for this purpose. Those who fall into the Public Safety Officer category such as Correctional Officers contribute 8.36% and the state contributes 11.66%. Because these positions contribute a higher percentage, their benefit structure is also higher.

PERSI will pay a lifetime benefit that replaces as much as 60% of your working wages when you retire. Once you are vested (generally after 5 years of service) your PERSI Base Plan lifetime benefits are guaranteed. PERSI also offers a 401(k) known as the PERSI Choice Plan.

* all benefit information is subject to change